



21 AF Commander's Conference

READINESS-MODERNIZATION-PEOPLE

"Our Proud Enlisted"



CMSgt Mike Kerver

21 AF Command Chief Master



OVERVIEW

Some simple questions!

- Why we should be proud?
- CCM 101
- Retention – Kerver's View
- Career Assistance Advisors
- Shirt Special Duty Pay
- Some Other Stuff



Why Be Proud?

- **List is endless...However**
 - New York recruiting office visit
 - What we're asking of our youngest troops!
- **Quality of the our Y2K airman**
 - Basic Training and Tech School don't make them the same anymore...not!
 - Who is it up to? Need to be a military force. Troops want discipline and leadership...big reason they joined
 - Same needs:
 - A job...hot chow...some privacy...recreation...an opportunity...and most importantly—feedback!!



CCM 101

Kerver's Opinion

- Who are those guys with two stars?
- What are they doing for you?
- What should they be doing?
- Can I hire from within...should I?



Retention

Kerver's Opinion... Again!

- **Our biggest challenge because if we fix this...we fix recruiting woes!**
- **Create the “environment”**
- **Know when to show them...know when to hold them...and know when to fold them!**
- **‘EVERYTHING’ seems to be a retention issue!**
- **Air Force still is the best thing going!**



Career Assistance Advisors

- Is this a good thing?
- Some history...Base Career Advisors
- What their role is or should be!
- Who should they be working for?



Shirt Special Duty Pay

- **The time is now!**
- **I'm asking for help and support!**
- **Duty meets AFI 36-3017 eligibility**
 - **13 different AFSC's currently get some form**
 - **Recruiters; MTI's; Couriers; Flying Crew Chiefs; Pararescue and PHOENIX Ravens**
 - **Personal experience**
 - **Financial obligations, uniforms, functions, professional organizations**
- **Similar situations where entitlement exists!**



Some Other Stuff

- **PME**
- **SRIDs**
- **Decorations**
 - **Jeffrey Dahmer and Charles Manson were good workers too!**
- **Special Duty**



Questions???

Or is it time to play golf?